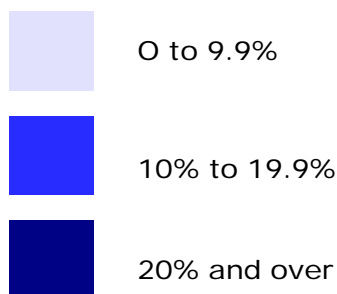
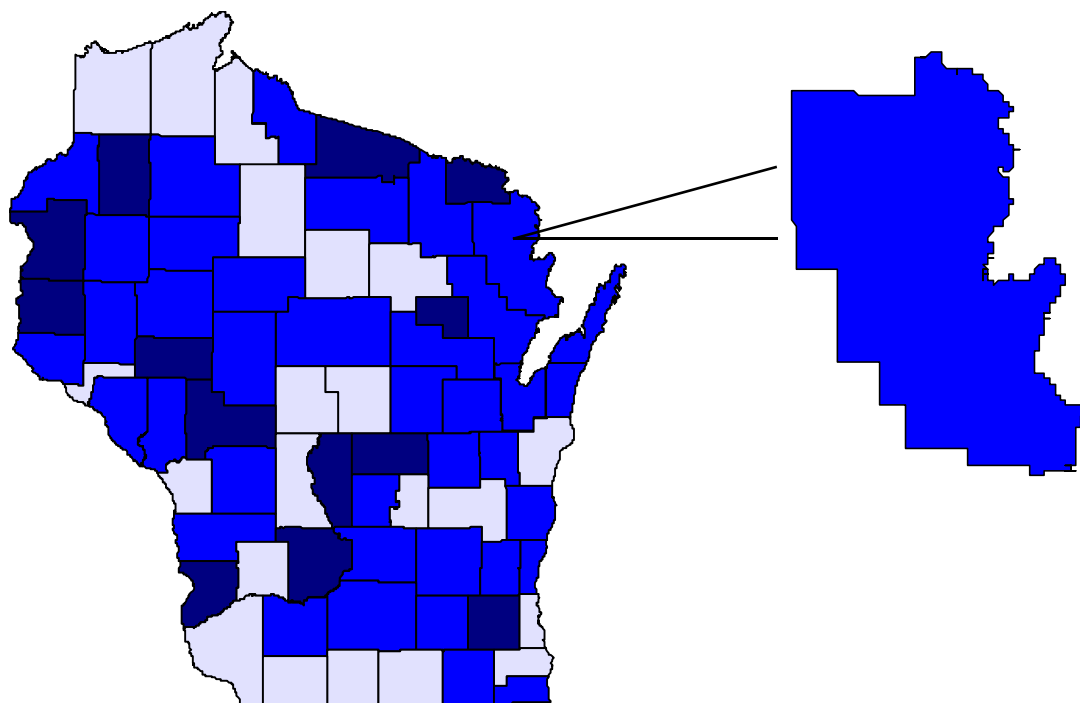


Marinette County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Marinette County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Dick Seidemann, by telephone (920-208-5809) or email (seider@dwd.state.wi.us).

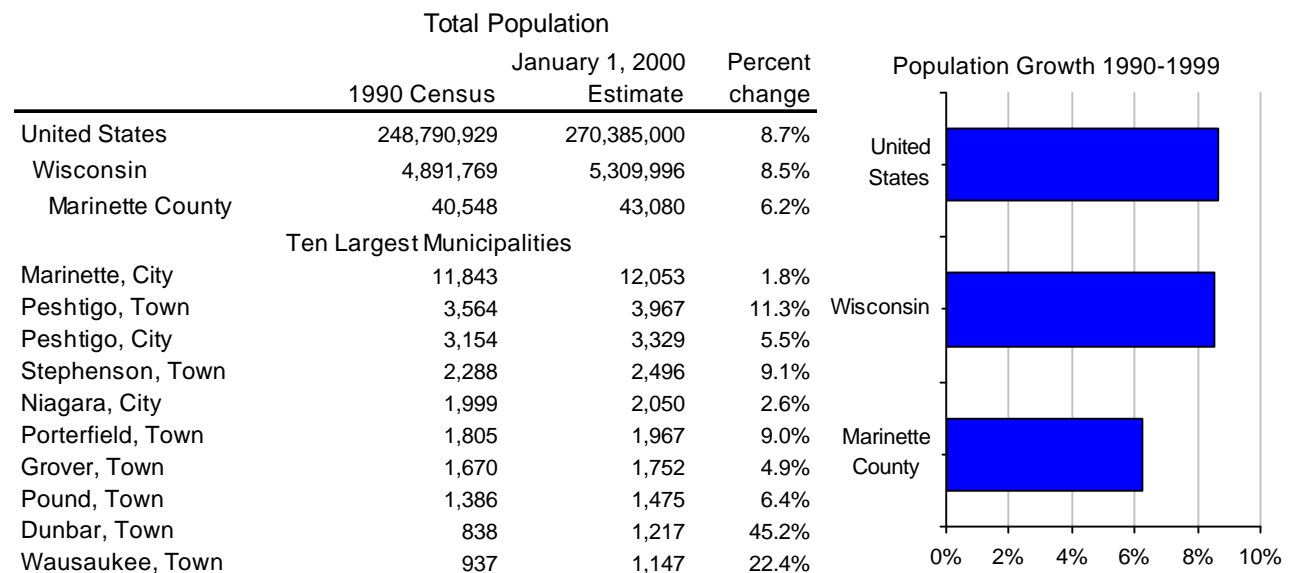
DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Marinette County Population and Civilian Labor Force

From the 1990 Census to January of 2000, the population of Marinette County increased by 2,532. This was a growth rate of 6.2 percent for the decade. The growth rate for the county lagged behind the state and the nation for the period.

Many of the smaller communities experienced a faster growth rate than their larger counterparts in the county. Most of the growth in the ten largest municipalities in the county ranged from less than 100 to about 350 persons. The Town of Peshtigo had the largest numerical growth, increasing by 341 for a growth rate of 9.6 percent. The Town of Dunbar had the largest percent increase in the county, growing 43 percent.

Growth during the 1990's has been spotty with declining employment opportunities hurting the availability of many of the high paying jobs in the paper mills. Fewer job opportunities has an impact on the number of people moving to the area, as well as the number of the population that leave the area for employment.

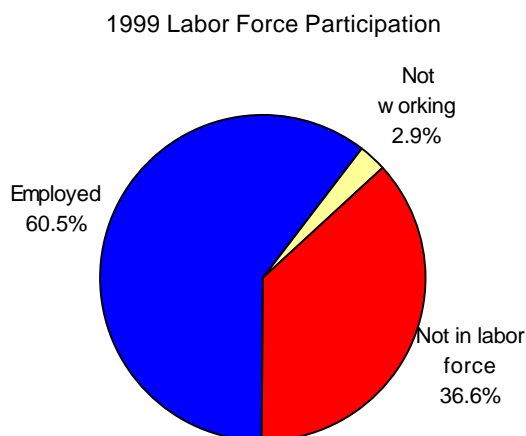


* Marinette County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

Between 1994 and 1999 the labor force increased 5.6 percent. This was just a bit lower than the 6.2 percent increase the county had during the entire decade. Between 1998 and 1999 there was a decline in the labor force of 600 and employment was down by 300. While the overall population increased by 6.2 percent in the last ten years, the number of workers increased by 9.1 percent.



The term used to describe the relationship between the labor force and population is the "participation rate". Marinette County has a lower participation rate than both the State of Wisconsin, and the United States. The participation rate for Marinette County is 63.4 percent. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent. Participation rates are often a reflection of the economic conditions, cultural and the demographic conditions.

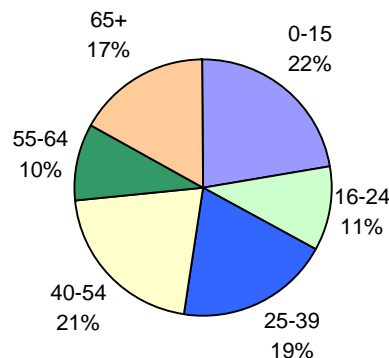
The lower participation rate may be due to workers that have been laid off and have become discouraged in looking for work and subsequently have left the labor market, while others may have reached retirement age and left the labor market. A positive of a lower participation rate, is that it may provide a resource of additional workers in an expanding economy.

Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

Like most areas in the State of Wisconsin, the age group with the largest increase lies between the ages of 40 and 54. In Marinette County, this group has increased in size by nearly 34 percent from 1990 to 1999 and is the result of the aging of baby-boomers. These are the experienced workers in the community that are looking towards retirement in the next decade making room for the younger generations. The decline in workers aged 25-39 will affect employers that are looking for replacement workers for the older age groups and want individuals with experience, training and skills. The 0-15 year olds will be replacing the 40 to 54 year olds during the next decade should they stay in the area. This should maintain a stable labor force, but not account for growth in the economy.

Marinette County Labor Force Age Population Distribution

Age Group	Population 1990 Census	Population 1999 Estimate	Percent change
0-15	9,791	9,685	-1.1%
16-24	4,141	4,565	10.2%
25-39	8,999	8,217	-8.7%
40-54	6,649	9,179	38.1%
55-64	3,829	4,129	7.8%
65+	7,138	7,305	2.3%



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Marinette County Civilian Labor Force Data

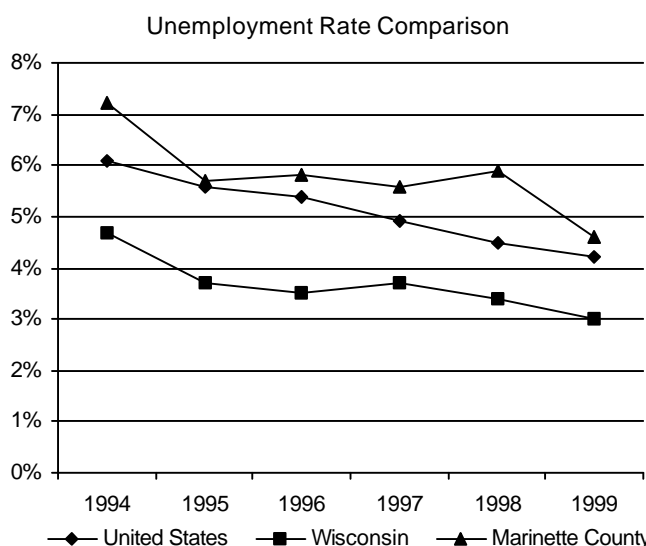
	1994	1995	1996	1997	1998	1999
Labor Force	19,700	19,900	20,400	20,800	21,400	20,800
Employed	18,300	18,700	19,200	19,700	20,100	19,800
Unemployed	1,420	1,140	1,190	1,170	1,250	960
Unemployment Rate	7.2%	5.7%	5.8%	5.6%	5.9%	4.6%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

The size of Marinette County's labor force increased 1,100 during the last five years. At the same time, the number of residents reporting they were employed increased by 1,500.

This has resulted in a decline in the area's unemployment rate from 7.2 percent in 1994 to 4.6 percent in 1999. Overall, the unemployment rate has followed the trend of the nation and the state, although the area's rate has remained above the state and the nation during this time.

While the number of employed increased by 1,500, nonfarm wage and salary employment in Marinette County increased 2,800. The difference between the two numbers is due in part that they do not count the same thing.



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

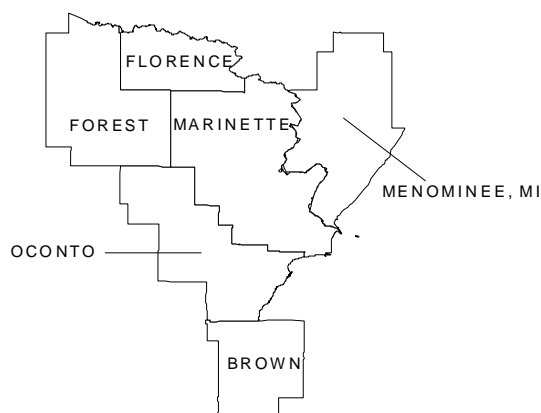
Nonfarm wage and salary counts the number of jobs, excluding self employment and farm work, within the county where the work takes place, while total employment includes the number of residents in the county that claim to be employed regardless of where they work. It also counts workers only once, while NFWS employment which just counts jobs may count the same worker more than once if that worker holds more than one job. Differences between these two also result from the commuting patterns of county workers.

The growth in NFWS employment during the last five years is actually larger than the entire population growth in the county over the last decade. As mentioned before, NFWS employment only counts jobs, and not the number of people filling them. The county also is the recipient of workers that commute into to county for employment.

Marinette County Commuting Patterns

Based on the 1990 census, nearly 1,000 more workers enter the county for work than leave it for work in neighboring counties. Still nearly one sixth of Marinette County labor force works outside of the county. While this was in 1990, most likely commuting patterns have not changed dramatically during the decade, with the exception that the number workers that commute has increased. Data from the 2000 census should be out next year.

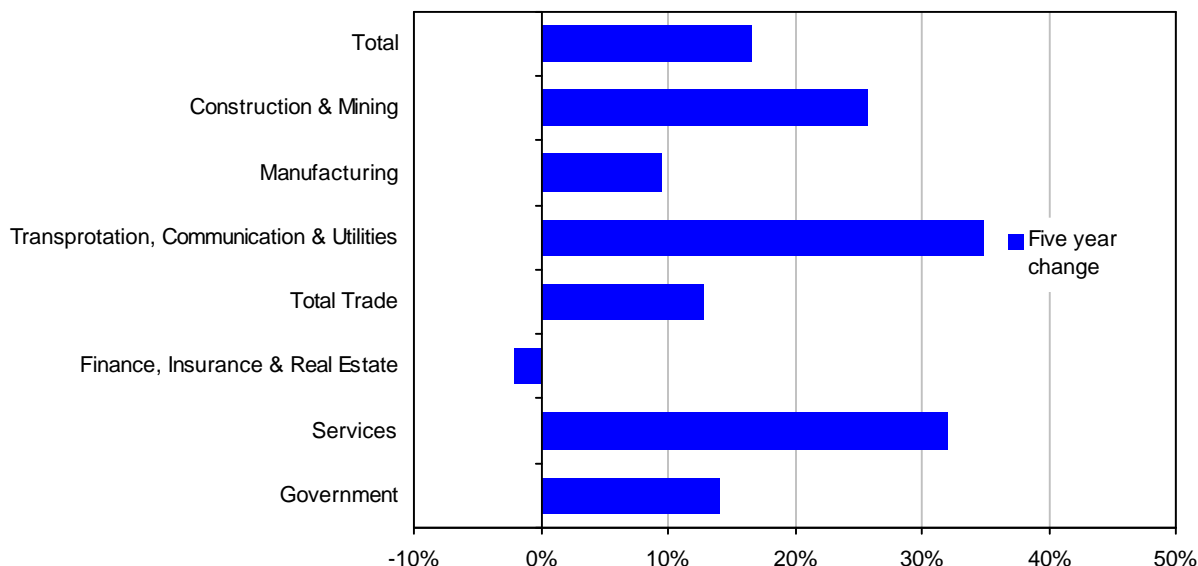
The majority of commuting most likely still occurs with the State of Michigan, primarily between the cities of Marinette, Wisconsin and Menominee, Michigan. These cities border each other and commuting between them is no different than traveling within a large city, even though they are in different states.



Much of the economic development and employment assistance is done cooperatively, although each area has its own separate entity. Economic development and employment assistance agencies work cooperatively. Together, they have helped new businesses relocate to the area.

Much of the economy in Marinette County is influenced by the paper industry. These companies pay good wages and employ large numbers of workers. During the last three years, there has been a consolidation in the paper industry which has resulted in the closing or downsizing of paper making plants in the Marinette area. This has forced some workers into early retirement, finding employment in other occupations in the area, or commuting to similar work outside of the Marinette area. With much of the area being rural and having good state and federal highways, travel is relatively easy.

Marinette County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change 1 year	5 year
Total	16,862	17,295	17,536	18,250	19,083	19,666	3.1%	16.6%
Goods Producing	6,865	6,903	6,989	7,339	7,493	7,604	1.5%	10.8%
Construction & Mining	489	481	459	505	603	615	2.0%	25.8%
Manufacturing	6,376	6,422	6,530	6,834	6,890	6,988	1.4%	9.6%
Durable	4,173	4,356	4,529	4,932	5,132	5,252	2.3%	25.8%
Nondurable	2,203	2,066	2,002	1,903	1,757	1,737	-1.2%	-21.1%
Service Producing	9,996	10,392	10,547	10,911	11,590	12,062	4.1%	20.7%
Transportation, Communications & Utilities	562	637	682	747	813	824	1.4%	46.6%
Total Trade	3,591	3,757	3,806	3,880	4,037	4,049	0.3%	12.8%
Wholesale	537	567	590	576	626	634	1.3%	18.2%
Retail	3,054	3,190	3,215	3,304	3,411	3,414	0.1%	11.8%
Finance, Insurance, and Real Estate	471	464	448	461	483	462	-4.4%	-2.1%
Services & Misc.	3,324	3,419	3,465	3,583	3,948	4,390	11.2%	32.1%
Total Government	2,048	2,114	2,146	2,240	2,310	2,337	1.2%	14.1%

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary (NFWS) employment measures the number of jobs within a county excluding farming, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the job holder has multiple jobs. This information is often referred to as "place of work" data.

Marinette County has a positive commuting pattern between it and the surrounding counties. This has brought in workers and provided a viable skilled labor force for its manufacturing base. Just over 35 percent of employment in the county is in the manufacturing sector well above the state average just over 21 percent.

Although the majority of manufacturing in Marinette County is in durable goods manufacturing, it has a high concentration of employment in paper manufacturing, which is included in the nondurable goods manufacturing group in the table. Due to company mergers and down sizing in the paper producing industry, employment in the nondurable goods industry has declined 21.1 percent over the last five years. Much of the decline in non durable employment has been replaced by employment in the durable goods manufacturing industry which increased 25.8 percent during the last five years. The transportation, communications and utilities sector had the highest percent growth over the last 5 years at 46.6 percent. In absolute numbers, durable goods manufacturing had the largest growth, increasing nearly 1,100 between followed very closely by the service sector which also increased nearly 1,100 to 4,390.

Marinette County's Largest Industries and Employers

Top 10 Industry Groups

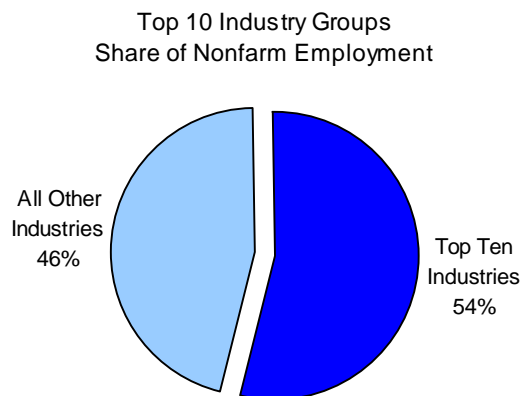
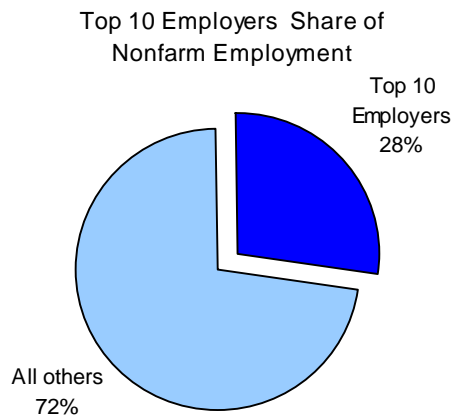
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Health Services	60	1,953	-11	280
Educational Services	11	1,456	-40	139
Industrial Machinery And Equipment	22	1,289	-127	130
Eating And Drinking Places	90	1,228	-55	153
Paper And Allied Products	3	968	-81	-674
Primary Metal Industries	*	*	*	*
Transportation Equipment	*	*	*	*
Lumber And Wood Products	31	709	76	-34
Executive, Legislative, And General	27	649	36	96
Miscellaneous Manufacturing Industries	*	*	*	*

*data suppressed to maintain confidentiality

Top 10 Employers

Company	Product or Service	Size
Karl Schmidt Unisia Inc (Piston Machine)	Carburetors, Pistons, Rings & Valves	500-999
Marinette Marine Corp	Manufacturer of Water Craft	500-999
Waupaca Foundry Inc	Gray Iron Foundry	500-999
Bay Area Medical Center Inc	Health Services	500-999
Ansul Inc	Ansul Fire Protection	500-999
Consolidated Papers Inc	Paper Products Manufacturing	250-499
Marinette Public School	Public Education	250-499
County Of Marinette	County Government Services	250-499
E R D A Inc		250-499
Aerial Co Inc		250-499

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



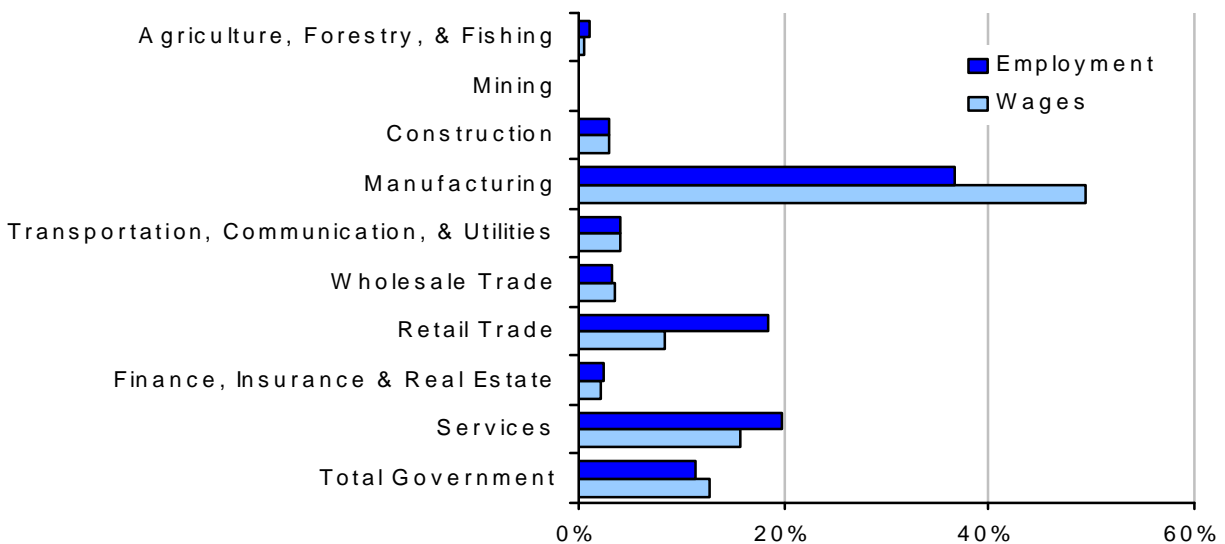
In 1999 there were over 1,200 employing units in Marinette County. The majority of these were private sector employers with less than 100 government units. The ten largest employers in the county had 26 percent of the nonfarm wage and salary jobs in the county. Six of these employers were in the manufacturing sector, two were government units, one was health services and one in the trade sector.

Like employing units, industry sectors, which include multiple companies in each sector, reflects the make up of the county's industry base. Five of the ten largest industry sectors were in manufacturing. Overall, the ten largest industry sectors have 54 percent of the jobs in the county. The health services industry has the largest employment in the county with nearly 2,000 workers. Paper and allied products continues to show declining employment with the loss of nearly 700 jobs in the last five years and over 100 in the last year. This has forced diversification in the area's employment mix as the list of top ten industries and employers will continue to change for the next several years.

Marinette County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$25,365	\$29,609	85.7%	1.8%	11.9%	18,851
Agriculture, Forestry, & Fishing	\$17,617	\$21,499	81.9%	6.1%	22.4%	180
Mining	*	\$39,968	*	*	*	*
Construction	\$24,904	\$36,772	67.7%	6.3%	19.7%	570
Manufacturing	\$34,305	\$37,773	90.8%	0.7%	7.6%	6,899
Transportation, Communications, & Utilities	\$24,195	\$34,523	70.1%	0.2%	2.1%	790
Wholesale Trade	\$27,538	\$38,048	72.4%	7.7%	28.0%	622
Retail Trade	\$11,780	\$15,066	78.2%	5.4%	16.8%	3,462
Finance, Insurance, & Real estate	\$22,136	\$37,911	58.4%	6.1%	28.0%	458
Services	\$20,293	\$26,041	77.9%	2.8%	29.9%	3,730
Total Government	\$28,483	\$32,017	89.0%	4.0%	12.9%	2,128

Total Employment and Wage Distribution by Industry Division



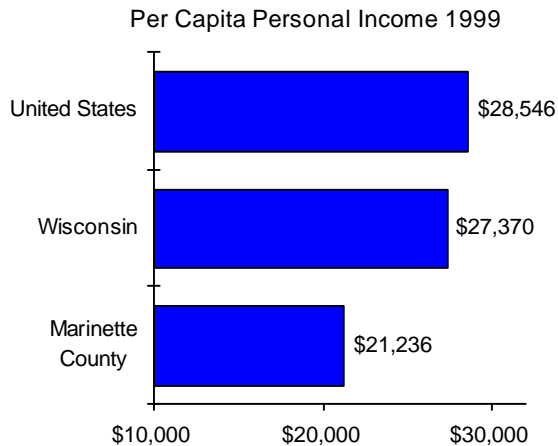
Source: WIDWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Average wages paid in Marinette County dropped from 87.3 percent of the state's average for 1998 to 85.7 in 1999. Although every industry sector had over the year increases, three industry sectors had declines in comparison to the state average. The decline in wages may not be in actual hourly wages, but in the number of hours worked and the availability of overtime. The finance, insurance, and real estate industry (FIRE) continues to have the lowest ratio of wages at 58.4 percent of the state average. This is up slightly from 57.5 percent last year.

Manufacturing continues to provide the largest portion of wages to Marinette County workers with 49.5 percent of the all wages paid in Marinette County coming from this sector. The number of workers in manufacturing is only 35.5 percent of total NFWS employment in the county. The wage in this sector was at 90.8 percent of the state average, the closest of all the industry sectors to the state average. The relationship to the state average of this sector has declined steadily over the last four years with the drop in paper products manufacturing in the area. In 1995 the average wage for manufacturing was 102.3 percent of the statewide average.

Employment in the retail trade sector has one of the lowest ratio of workers to wages paid in the county. Over 18 percent of the workers are employed in this sector, however only 8.3 percent of the total wages paid in the county comes from retail trade. The service sector employs 17.4 percent of the workers and provides 8.5 percent of the area's wages. The wages in this industry sector represents a smaller proportion of total wages than employment because it employs a large number of entry level workers and have a high percentage of part time employment.

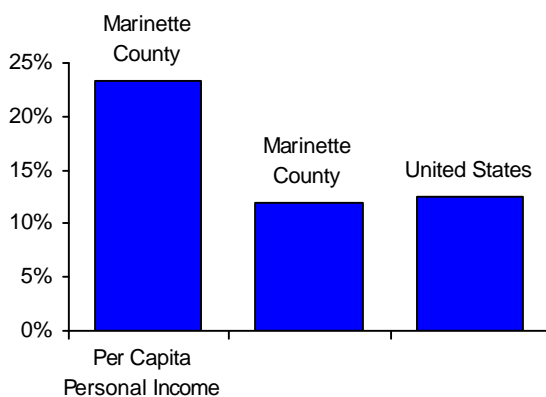
Marinette County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

Per capita personal income in Marinette County was \$21,236 during 1999, this was at 77.6 percent of the state average. The county ranked 45th out of the state's 72 counties. This was a drop from 41st last year.

Over the last five years the PCPI has increased by 23.3 percent in the county, just slightly lower than the 26.1 percent for Wisconsin and 26.4 percent for the nation during the same time period.



The increase in PCPI has been nearly double the increase in annual wages in Marinette County. This indicates that other sources of income have increased at or above the state average. This would include income from sources such as government payments, retirement income, rent, and income from investments.

Per Capita Personal Income

	1994	1995	1996	1997	1998	1999	Percent Change	
							1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Marinette County	\$17,226	\$17,869	\$18,563	\$19,525	\$20,453	\$21,236	3.8%	23.3%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Cashiers	\$ 14.48	\$ 13.58
Computer Programmers	\$ 9.41	\$ 9.59
Extruding/Forming Mach Oprs	\$ 9.71	\$ 9.45
General Office Clerks	\$ 6.62	\$ 6.24
Hand Packers & Packagers	\$ 8.93	\$ 8.37
Home Health Aides	\$ 24.10	\$ 22.87
Janitors and Cleaners	\$ 8.10	\$ 7.61
Machinist	\$ 7.90	\$ 7.75
Machine feeder/offbearer	\$ 12.08	\$ 11.43
Nurse aide	\$ 7.88	\$ 7.74
Paper Goods Machine Setters	\$ 10.14	\$ 9.98
Printing Press Machine Oprs.	\$ 10.81	\$ 10.13
Registered Nurses	\$ 9.16	\$ 8.22
Salesperson, retail	\$ 14.62	\$ 14.76
Truck Drivers/Heavy or TractorTrailer	\$ 9.76	\$ 9.60

Source: DWD, BWI, 1999 OES wage survey for the Green Bay MSA

The wages for the selected occupations in this table were reported by employers in the Green Bay metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

Because occupational wages are not available by county, the attached table lists wages for common occupations from the Green Bay MSA as it is the closest available wage information for Marinette County. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmi>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.